

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF LONG BEACH

AND

THE LONG BEACH MANAGEMENT ASSOCIATION

OCTOBER 1, 2003 TO OCTOBER 1, 2004

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ARTICLE ONE

GENERAL PROVISIONS

Section I - Recognition, Purpose, Implementation

The Long Beach Management Association (LBMA) is hereby recognized as the exclusive representative for employees of the Long Beach Managers in the positions indicated in Appendix "A," attached hereto and made a part hereof.

- A. Purpose - The parties agree that the purpose of this Memorandum of Understanding (MOU) is:
 - 1. To promote and provide harmonious relations, cooperation and understanding between the City of Long Beach (City) and the employees covered herein;
 - 2. To provide an orderly and equitable means of resolving differences which may arise under this memorandum; and,
 - 3. To set forth the full agreements of the parties reached as a result of meeting and conferring in good faith regarding matters within the scope of representation for employees represented by LBMA.
- B. Intent - It is understood the intent of the MOU is to set forth a joint recommendation to be submitted by the parties to the City Council of the City of Long Beach for implementation, and shall not be binding unless and until the City Council:
 - 1. Approves the provisions contained in this Memorandum;
 - 2. Adopts the required ordinances and/or resolutions; and,
 - 3. Appropriates the funds required to implement the provisions hereof.
- C. Philosophy - It is further understood that:
 - 1. The City's goal is to provide residents with management leadership that can develop and implement high quality programs and services. The City's compensation programs can be used to foster the attainment of the City's mission, goals, and the directives of the City Council and City Manager.
 - 2. The City seeks to successfully attract, retain and motivate high quality management employees.

3. The City's management compensation programs are designed to reward productivity, improve employee skills, increase customer satisfaction, and encourage effective resource utilization.
4. The City's management compensation system is intended to be internally equitable, competitive with marketplace practices consistent with budgetary constraints, and non-discriminatory in its design.
5. The performance appraisal plan is intended to help all employees to assess their effectiveness in meeting job standards while establishing goals and objectives that will lead to continuous improvement.
6. All employees represented by this agreement are "at will" employees who serve at the pleasure of their appointing authority.

Section II - Term

The term of this Memorandum shall commence October 1, 2003 and terminate at midnight on October 1, 2004.

Section III - City Rights Reserved

The City retains all rights not specifically delegated by this Agreement, including, but not limited to, the exclusive right to:

- A. Direct, supervise, hire, promote, suspend, discipline, discharge, transfer, assign, schedule, and retain employees.
- B. Relieve employees from duties because of lack of work or funds, or under conditions where continued work would be inefficient or nonproductive.
- C. Determine services to be rendered, operations to be performed, utilization of technology, and overall budgetary matters.
- D. Determine the appropriate job duties and personnel by which government operations are to be conducted.
- E. Determine issues of public policy and the overall mission of the City.
- F. Maintain and improve the efficiency and effectiveness of government operations.

- G. Take any necessary actions to carry out the mission of the City in situations of emergency.
- H. All rights of management, powers, authority and functions, whether heretofore or hereinafter exercised, shall remain vested exclusively with the City. No third party neutral shall have the authority to diminish any of the rights of management which are included in this agreement, exclusive of a competent court having subject matter jurisdiction.

Section IV – Non-Discrimination

The provisions of this MOU shall be applied equally to all employees and no person shall be discriminated against or benefited in any manner that is inconsistent with the standards set forth in Federal and State statutes, or with any ordinance, resolution or policy of the City.

Section V - Peaceful Performance of City Service

The LBMA members fully support the business of the City to provide services to the citizens of Long Beach. They also support the actions of the appointing authority and stand ready to implement any of the appointing authority's directives.

It is mutually understood and agreed that participation by any employee in a strike or concerted work stoppage or slowdown terminates the employment relationship of those individuals involved, in the absence of specific written waiver of such termination by an authorized City official.

- A. It is further understood and agreed that none of the parties hereto will participate in, encourage, assist or condone any strike, concerted work stoppage, cessation of work, slow-down, sit-down, stay-away, picketing or any other form of interference with or limitation of the peaceful performance of City services.
- B. In the event that there occurs any strike, concerted work stoppage, cessation of work, slow-down, sit-down, stay-away, picketing or any other form of interference with or limitation of the peaceful performance of City services, the City, in addition to any other lawful remedies or disciplinary actions, may by action of the appointing authority cancel any or all payroll deductions, prohibit the use of bulletin boards, prohibit the use of City facilities, and prohibit access to former work or duty stations.
- C. Neither the employee organization, nor any person acting in concert with them, will cause, sanction, or take part in any strike, walk-out, sit-down,

slow-down, stoppage of work, picketing, retarding of work, abnormal absenteeism, withholding of services, or any other interference with the normal work routine. The provisions of this Article shall apply for the same term as this Agreement, or during any renewal or extension thereof. Violation of any provision of this MOU by the Recognized Employee Organization shall be cause for the City, at its sole option, to terminate this Agreement in addition to whatever other remedies may be to the City at law or in equity.

- D. The City agrees that there shall be no general lockout of LBMA bargaining unit members.

Section VI – Association Composition

The Bargaining Unit composition represented by the Long Beach Management Association shall be that described in Appendix “A”. Any changes to the unit composition must be made in accordance with the provisions of the City’s Employer-Employee Relations Resolution, common fair labor practices, and any applicable State and Federal Statutes.

Section VII – Association Dues

Upon receipt of a written voluntary authorization from the employee, the City shall deduct Association dues from the pay of represented employees. The City shall charge the employee organization two and one-half cents (\$0.025) per deduction. The Association agrees to indemnify and holds the City harmless for any loss or damages, claims or causes of action arising from the operation of this provision of the agreement.

Section VIII – Association Communications

Department and public area bulletin boards will be made available for posting Association notices.

Section IX – Association Officers Responsibilities

The parties agree that from time to time, it will be necessary for the Board of Directors to meet and conduct the business of the Association. The Association will make every effort to conduct these meetings during non-office hours. The City will provide access to City facilities when they are available, i.e. community rooms. Opportunity for the Board to participate in these meetings will not be withheld so long as the work of the City is not adversely impacted.

ARTICLE TWO

SALARY AND COMPENSATION

Section I – Compensation

A. Salary Range Adjustment

For the term covered by this MOU it is understood that there will be no general salary range adjustments for employees represented herein.

B. Pay for Performance System

The City will continue to use the HAY job evaluation system to develop appropriate compensation for various positions in the E00 (management) classifications.

1. It is understood that the pay for performance system may be adversely impacted by budget constraints during the term of this agreement. It is the intent of the parties, however, that a merit pay plan be re-instituted as soon as the financial condition of the City permits.
2. To ensure the appointing authorities and the LBMA understand the appropriate application of the HAY system, an orientation to the Hay system and its elements shall be conducted by September 30, 2004.
3. A study of Executive Secretary compensation shall be completed by June 30, 2004.
4. A reasonable salary compression differential shall be maintained between management personnel and their subordinates. Overtime of subordinates shall not be considered in determining the compression differential. Incentives, if any, shall be added to base calculations of subordinate compensation calculation.

C. Exceptional Performance Incentives

Represented employees who have demonstrated exceptional performance beyond established goals and objectives for their position may be considered for a Performance Incentive Award. Consideration for such awards will be based upon the recommendation of the department

head. Awards may be granted in the form of a lump sum bonus payment or a merit increase added to the employee's base rate.

These awards will be based on the availability of funds, and consideration of budget constraints. They will be awarded based on the sole discretion of the appointing authority.

Section II – Acting Appointments

When acting appointments are made, the appointee shall receive a salary adjustment of 10 percent, or no less than the minimum salary of that range, which ever is greater.

Section III – Auto Allowance/Reimbursement

Managers shall be entitled to an auto allowance/reimbursement in accordance with City Administrative Regulations and in such amounts as determined by the appropriate appointing authority.

Section IV – Specialty Pay

Sworn Management staff of the Police Department shall continue to be eligible for the same Marksmanship pay and Wellness pay provided to other sworn members of the department.

Section V – Severance Pay

In the event a bargaining unit member's position is eliminated as a result of a reduction in force, and that member has not been offered a reasonable alternative management position with the City, the City shall pay to the bargaining unit member severance compensation. The amount of this compensation shall be calculated at one week of base pay for every full year of City service with a maximum allowance of twelve (12) weeks of severance pay. Health insurance coverage shall continue for three full months after the month in which the bargaining unit member is terminated.

The bargaining unit member will not be eligible for this benefit if he/she is terminated for cause, resigns in lieu of termination, retires or voluntarily separates service from the City.

ARTICLE THREE

PAID TIME OFF

Section I – Holidays

New Years Day	January 1
Martin Luther King Day	Third Monday in January
Washington's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Thanksgiving	Fourth Thursday/Friday in November
Christmas Day	December 25
Personal Holiday Leave	(4 days)

Every day appointed by the President of the United States or the Governor of the State of California to be a public holiday, or by the City Council of the City of Long Beach to be a City holiday.

Employees, who leave the City having taken/not taken their personal holiday leave prior to earning it, will have their separation pay debited/credited proportionately.

Employees on an in-lieu holiday schedule may accrue a maximum of 2.5 times the annual holiday rate. Holiday time will no longer accrue once that limit is reached. This provision shall take effect on January 1 subsequent to signing this agreement.

Section II – Vacation Leave

Permanent, full-time employees covered herein shall accrue vacation leave with pay on the following basis:

Service Completed	Equivalent Vacation Days Earned Per Year
1 year through 4 years, 5 months (12 months through 53 months)	12
4 years, 6 months through 11 years, 5 months (54 months through 137 months)	15
11 years, 6 months through 13 years, 5 months (138 months through 161 months)	16

13 years, 6 months through 17 years, 5 months (162 months through 209 months)	17
17 years, 6 months through 18 years, 5 months (210 months through 221 months)	18
18 years, 6 months through 19 years, 5 months (222 months through 233 months)	19
19 years, 6 months or more (234 months or more)	20

Vacation time may be accrued to a maximum of 2.5 times the base accrual rate, i.e., an employee earning 20 days of vacation per year would be eligible to accrue a maximum of 50 days. Vacation time will no longer accrue once that limit is reached. This provision shall take effect on January 1 subsequent to signing this agreement.

Section III – Sick Leave

Permanent, full-time employees covered by this MOU shall earn a maximum of ninety-six (96) hours [twelve (12) days] of sick leave per year, with unlimited accrual.

Section IV – Executive Leave

Employees represented herein shall be granted forty (40) hours of executive leave on January 1 of each calendar year by the proper appointing authority. Additional executive leave to a maximum of forty (40) additional hours may be granted at the sole discretion of the appointing authority. Executive leave shall not accrue from one year to the next. Nor shall there be any pay off of executive leave upon separation from the City for any reason.

Section V – Bereavement Leave

Represented employees may be absent from duty with pay for 3 days for the death or critical illness where death appears imminent of the employee's father, step-father, father-in-law, mother, step-mother, mother-in-law, brother, sister, wife, husband, child, step-child, former legal guardian, grandfather, grandmother, grandchild, foster child or same-sex domestic partner.

Section VI – Jury Duty

Employees will be eligible for up to 80 hours of paid jury time each calendar year.

ARTICLE FOUR

INSURANCE BENEFITS

Section I – Health, Dental & Life Insurance

The City shall contribute by way of obligation for health, dental, and life insurance benefits, the maximum monthly amounts indicated below, for employees in permanent full-time positions:

December 1, 2003 through October 1, 2004	\$600 per month
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The benefits for the various plans and all employee payroll deductions for the period December 1, 2003 through November 30, 2004 are as approved by the City Council on September 2, 2003.

Section II – Health Insurance Advisory Committee (HIAC)

The Association shall maintain one representative on the City's Health Insurance Advisory Committee (HIAC).

Each year the Health Insurance Advisory Committee meets to review the status and solvency of the health, dental and life insurance plans. They review plan costs and make recommendations on plan changes, benefits levels, payroll deductions, deletion of existing plans, and/or creation of new plans.

Example:

If one of the City's plans exhibits high utilization and has fewer members, it may experience rate increases that are much higher than the other plans. The Committee may evaluate several alternatives including deletion of the plan, applying funds from the MOU Trust Account if available, increasing payroll deductions for those plan members, making plan changes to decrease premium costs or designing new plans.

Any benefit increases recommended by the Health Insurance Advisory Committee must be offset by other benefit changes and cannot increase the overall cost to the City beyond what is available in the MOU Trust Account or the City's contribution as set forth in Section I above.

The Health Insurance Advisory Committee will recommend to the City Manager the benefits for the various plans and all employee payroll deductions for the

period December 1, 2003 through November 30, 2004. The City Manager will forward these recommendations along with his recommendations to the City Council for approval.

Section III – M.O.U. Trust Account

If employees choose a health, dental or life benefit plan combination whose actual monthly cost is less than the maximum monthly amounts indicated above, the City shall account for the difference and hold the excess funds in a special account called the M.O.U. Trust Account. These funds will be held in the M.O.U. Trust Account and shall earn interest at the rate earned for the City's pooled investments.

In the event that the existing plan(s) premium rates increase, the additional funds to offset the higher rates will come from the funds available in the M.O.U. Trust Account. The amount taken from the M.O.U. Trust Account will be based on the recommendations made by the Health Insurance Advisory Committee, which also may include plan changes and payroll deduction changes. This will continue through each benefit year until November 30, 2004, or until such time as the excess funds in the M.O.U. Trust Account are depleted to zero, whichever occurs later.

If at some point in time after November 30, 2004, the M.O.U. Trust Account is depleted to zero and the City's monthly contributions are insufficient to fully fund the plan options selected by the employee, the employee will be responsible to fund the difference between the City contribution and the cost of the plans.

Section IV – Continuation of Health Insurance for Surviving Spouse

The accumulated unused sick leave that has been designated for continuance of health insurance coverage by an employee who has retired shall, upon the death of the retired employee, be utilized for the purpose of continued payments by the City on the basic health insurance plan premium for the spouse and/or eligible dependents providing:

- A. The retired employee has an effective retirement date of July 1, 1983, or later; or
- B. The retired employee did not predecease the surviving eligible dependent prior to July 1, 1983.

Said premiums shall continue until:

- A. The spouse remarries;

- B. The dependent child becomes 19 or is no longer a full-time student in an accredited educational institution as recognized by the City's indemnity health insurance carrier;
- C. The spouse becomes eligible for Medicare at which time and in the same manner as those retirees and dependents subject to Section 2.11 of the Personnel Ordinance, the premium payment will be adjusted to pay for the Medicare supplement plan underwritten by the City's indemnity insurance carrier; or
- D. There is insufficient accumulated unused sick leave to pay the required monthly premium.

Section V – Short-term/Long-term Disability Benefits

Eligible employees will receive short-term and long-term disability benefits. The City will pay the full cost of the annual premiums unless the employee desires to pay said premiums for tax purposes.

Section VI – Life Insurance

In addition to the life insurance currently provided all full-time City employees, Association employees will be provided a total of three (3) times their annual salary up to \$500,000 per year of term life insurance. The City will pay the full cost of the annual premiums. The City will provide employees the ability to purchase increased coverage at their own expense based on conditions established by the insurance carrier. If such increased coverage is offered, it shall be in increments designated by the City.

It is agreed the City will cease payment into the variable universal life insurance plan. The employee will have the option to either receive payout of any surrender value balance within the insurance account or to continue the variable universal life plan at the employee's expense, within 60 days, or as soon thereafter as possible.

Section VII – Annual Physical Exam

Employees covered hereunder are eligible to receive an annual physical examination at City expense through the City-provided program.

ARTICLE FIVE

RETIREMENT

Section I –Retirement Program

- A. For bargaining unit employees who are eligible for and enrolled in the Public Employees Retirement System (PERS) on September 30, 2003, the City will continue to provide pension benefits to said employees in accordance with the contract in effect on September 30, 2003. The City shall pay to PERS on behalf of each eligible miscellaneous employee, who is a PERS member, an amount equal to seven-sevenths (7/7) of his/her seven percent (7%) individual employee contribution, and for safety members, an amount equal to nine-ninths (9/9) of his/her nine percent (9%) individual contribution.
- B. Effective October 1, 2004, the City shall contribute on behalf of each miscellaneous bargaining unit member, a maximum of seven percent (7%) of his/her eight percent (8%) individual employee contribution.
- C. Effective October 1, 2004, the City shall contribute on behalf of each safety bargaining unit member, a maximum of seven percent (7%) of his/her nine percent (9%) individual employee contribution. Implementation of this provision is contingent upon similar provisions being applied to members of the other safety employee organizations.
- D. Effective October 1, 2004, the City agrees to contribute on behalf of each new miscellaneous bargaining unit member hired by the City after October 1, 2004, an amount equal to three-eighths (3/8) of his/her eight percent (8%) individual employee contribution; and for each new safety bargaining unit member hired by the City after October 1, 2004, an amount equal to four-ninths (4/9) of his/her nine percent (9%) individual employee contribution. Commencing upon the date of hire of a new bargaining unit member, the respective contribution levels described above will remain in effect for a five (5) year period in accordance with the provisions of California Code of Regulations, Title 2, Section 569 (or any successor regulation thereto). Commencing in the sixth year of employment, the member shall be entitled to employer paid member contributions based upon the same terms that apply to those employees in this bargaining unit hired prior to October 1, 2004.

Section II – New Retirement Formula

The parties have agreed in concept to a new tier of retirement benefits for safety and miscellaneous employees. This new retirement tier would represent a 3% @ 55 benefit formula for safety and a 2% @ 55 retirement formula for miscellaneous employees. The parties understand that implementation of such a benefit change would apply to all new employees, safety & miscellaneous, covered under the retirement plan. The parties further agree to negotiate over the impact of such a change prior to implementation.

Section III – Additional Retirement Provisions

A. Report the Value of Employee-Paid Member Contribution (EPMC) – Special Compensation

The City shall designate an appropriate amount of EPMC (Employer Paid Member Contribution) as compensation earnable and report it as such to PERS.

B. PERS Contract Amendments

On or about October 1, 2004, the City shall provide the following retirement benefits to miscellaneous members of the bargaining unit:

1. One-year final compensation-Government Code Section 20042 for all tiers.
2. Military, Peace Corps and AmeriCorps service credit as Public Service, Government Codes 21024, for all tiers.
3. Credit for unused Sick Leave, Government Code Section 20965, for all tiers.

Section IV – Employer Paid Member Contributions (EPMC)

The City shall continue to designate that portion of the member contribution paid by the City as EPMC and report it to PERS as compensable earnings.

Section V – Early Retirement

Subsequent to the implementation of this agreement, any represented management employee who submits a letter of intent to retire prior to April 30, 2004 and who subsequently retires prior to June 30, 2004, shall receive sixteen (16) additional hours of sick leave credit into the employee's sick leave account for each full year of City of Long Beach service.

ARTICLE SIX

EMPLOYMENT CONDITIONS

Section I – Employee Parking

Employee parking will be made available without charge. If SCAQMD subsequently promulgates regulations in conflict with this provision, the City will meet and confer with the Association regarding any required changes.

Section II – Tuition Reimbursement

Management employees shall be eligible for tuition reimbursement as established by City policy and practice.

Section III – Management Rotation Program

Managers selected for the management professional development rotation program shall be given adequate prior notice. At a minimum, such notice shall consist of a written communication notifying the manager of the reassignment delivered no less than 10 working days before the new assignment takes effect. This provision is in no way intended to restrict an appointing authority's discretion to make immediate reassignments, if necessary, to respond to operational requirements and emergencies.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be executed this _____ day of _____ 2004.

FOR THE LONG BEACH MANAGEMENT ASSOCIATION:

Kevin Pregovisk, President
Long Beach Management Association

Brian Burns
Long Beach Management Association

Tim Jackman
Long Beach Management Association

Craig Beck
Long Beach Management Association

Mark Sutton
Long Beach Management Association

FOR THE CITY OF LONG BEACH:

Gerald R. Miller, City Manager

Richard Steinke
Executive Director, Harbor Department

Kevin Wattier
General Manager, Water Department

Kevin Boylan
Director of Human Resources

Mario R. Beas
Director of Civil Service

APPROVED AS TO FORM:

Robert E. Shannon, City Attorney

APPENDIX A

Positions Represented:

ACCOUNTING OFFICER
ACCOUNTING OPERATIONS OFFICER
ADMIN ASSISTANT-CITY MANAGER
ADMIN OFFICER-AIRPORT
ADMIN OFFICER-CIVIL SERVICE
ADMIN OFFICER-COMMUNITY DEV
ADMIN OFFICER-ENGINEERING
ADMIN OFFICER-FLEET
ADMIN OFFICER-LIBRARY SERVICES
ADMIN OFFICER-OIL PROPERTIES
ADMIN OFFICER-PLANNING/BLDG
ADMIN OFFICER-POLICE
ADMIN OFFICER-PUB SVC/IR
ADMIN OFFICER-PUBLIC WORKS
ADMIN OFFICER-TOWING
ADMINISTRATIVE OFFICER
ADVANCE PLANNING OFFICER
AIRPORT PROPERTY MGMT OFFICER
AIRPORT PUBLIC AFFAIRS OFFICER
APPLICATIONS DEV OFFICER
APPLICATIONS PROGRAMMING OFCR
ASST CHIEF OF POLICE
ASST FIRE CHIEF
ASST GEN MGR/CHIEF GAS ENGR
ASST TO EXEC DIRECTOR
BUDGET SYSTEMS OFFICER
BUILDING INSPECTION OFFICER
BUSINESS ASSISTANCE OFFICER
BUSINESS LOAN OFFICER
BUSINESS SERVICES OFFICER
BUSINESS TECHNOLOGY OFFICER
CHIEF HARBOR ENGINEER
CHIEF OF POLICE
CITY CONTROLLER
CITY ENGINEER
CITY HEALTH OFFICER
CITY SAFETY OFFICER
CITY TREASURE/REVENUE OFFICER
CLEAN WATER OFFICER
COMMERCIAL & RETAIL DEV OFCR
COMMUNITY SERVICES OFFICER

CONSTRUCTION SERVICES OFFICER
CONTRACTS OFFICER
CUSTOMER RELATIONS OFFICER
CUSTOMER SERVICES OFFICER
CUSTOMER SUPPORT OFFICER
DATA ADMINISTRATION OFFICER
DATA CENTER OFFICER
DATA SECURITY ADMINISTRATOR
DEPARTMENT SAFETY OFFICER
DEPUTY CHIEF OF POLICE
DEPUTY DIRECTOR-CIVIL SERVICE
DEPUTY FIRE CHIEF
DESKTOP COMPUTING OFFICER
DIRECTOR - LONG BEACH ENERGY
DIRECTOR OF ADMINISTRATION
DIRECTOR OF COMMUNICATIONS
DIRECTOR OF COMMUNITY DEVELOPMENT
DIRECTOR OF FINANCE
DIRECTOR OF FINANCIAL MGMT
DIRECTOR OF HEALTH & HUMAN SVC
DIRECTOR OF INFORMATION MGMT
DIRECTOR OF LIBRARY SERVICES
DIRECTOR OF MAINTENANCE
DIRECTOR OF OIL PROPERTIES
DIRECTOR OF PLANNING & BLDG
DIRECTOR OF PLNG/ENVRMTL AFFRS
DIRECTOR OF PRKS, REC & MARINE
DIRECTOR OF PROPERTIES
DIRECTOR OF PUBLIC WORKS
DIRECTOR OF SECURITY
DIRECTOR OF SPECIAL EVENTS
DIRECTOR OF TECHNOLOGY SVCS
DIRECTOR OF TRADE/MARITIME SVC
DIRECTOR-ENG & PLNG/CHIEF ENGR
DIRECTOR-WTR/SWR & SPPRT SVCS
DIVERSITY OUTREACH OFFICER
DIVISION ENGINEER
DIVISION ENGINEER-OIL PROP
DIVISION ENGINEER-PUBLIC WORKS
EMERGENCY MEDICAL SVCS OFFICER
EMERGENCY SERVICES COORDINATOR
EMPLOYEE ASSISTANCE OFF-POLICE
EMPLOYEE BENEFITS/SVCS OFF
EMPLOYMENT SVCS OFCR-CIVIL SVC
ENERGY CONSERVATION OFFICER
ENGINEERING PLAN CHECK OFFICER

ENVIRONMENTAL PLANNING OFFICER
EQUAL EMPLOYMENT/ADA OFFICER
EXEC SECY TO ASST CTY MGR
EXEC SECY TO CITY MANAGER
EXECUTIVE SECRETARY
EXECUTIVE SECRETARY-HARBOR
FINANCIAL SERVICES OFFICER
FINANCIAL SVCS OFFICER-COM DEV
FINANCIAL SYSTEMS OFFICER
FIRE CHIEF
FOOD SERVICES ADMINISTRATOR
GAS MARKETING ENGINEER
GEN SUPT-PARKS/MARINE MAINT
GEN SUPT-RECREATION
GENERAL SUPT-FLEET SERVICES
GEOGRAPHIC INFO SYS OFFICER
GRANTS ACCOUNTING OFFICER
GROUPWARE APPLICATIONS OFFICER
HAZARDOUS WASTE OPTNS OFFICER
HISTORIC SITES OFFICER
HOUSING ASSISTANCE OFFICER
HOUSING DEVELOPMENT OFFICER
HOUSING OPERATIONS OFFICER
HUMAN DIGNITY OFFICER
LABORATORY SERVICES OFFICER
LABORATORY SERVICES SUPERVISOR
LIBRARY YOUTH SERVICES OFFICER
MANAGING DIRECTOR - HARBOR
MANAGEMENT INFO SYS OFFICER
MARINE SAFETY CHIEF
MARKETING OFFICER
MGR-ACCOUNTING
MGR-ADMIN & FINANCIAL SERVICES
MGR-ADMIN & PLANNING
MGR-ADMIN SERVICES
MGR-ADMINISTRATION
MGR-ADMINISTRATION
MGR-AIRPORT
MGR-ANIMAL CONTROL
MGR-AUTOMATED SERVICES
MGR-BUDGET MANAGEMENT
MGR-BUSINESS OPERATIONS
MGR-COMMERCIAL SERVICES
MGR-COMMUNITY PARKS PROGRAM
MGR-COMPUTING SERVICES
MGR-CUSTOMER SERVICE-TECH SVC

MGR-ECONOMIC DEVELOPMENT
MGR-ELECTRIC GENERATION
MGR-ENERGY RECOVERY
MGR-ENERGY SERVICES
MGR-ENGINEERING
MGR-ENGINEERING & CONSTRUCTION
MGR-ENGINEERING DESIGN & CONST
MGR-ENVIRONMENTAL HEALTH
MGR-ENVIRONMENTAL SERVICES
MGR-FAULT BLOCKS & UPLANDS
MGR-FLEET SERVICES
MGR-GAS SERVICES
MGR-GOVERNMENT/PUBLIC AFFAIRS
MGR-HOUSING AUTHORITY
MGR-HOUSING SERVICES
MGR-HUMAN/SOCIAL SERVICES
MGR-INFORMATION SERVICES
MGR-LONG BEACH UNIT
MGR-MAIN LIBRARY SVCS
MGR-MAINTENANCE OPERATIONS
MGR-MARINE OPERATIONS
MGR-NEIGHBORHOOD LIBRARY SVCS
MGR-NEIGHBORHOOD SERVICES
MGR-NETWORK/DESKTOP SVCS
MGR-OPERATIONS & ADMIN
MGR-OPERATIONS SUPPORT
MGR-PLANNING
MGR-PLANNING & DEVELOPMENT
MGR-POLICE ADMINISTRATION
MGR-PREVENTIVE HEALTH
MGR-PROPERTY SERVICES
MGR-PUBLIC HEALTH
MGR-PUBLIC SERVICE
MGR-PUBLIC WORKS OPERATIONS
MGR-RECREATION SERVICES
MGR-REDEVELOPMENT
MGR-SPECIAL EVENTS
MGR-SR SVCS & SPECIAL PROG
MGR-SUPPORT SERVICES-GAS
MGR-SUPPORT SERVICES-HEALTH
MGR-TOWING
MGR-TRAFFIC & TRANSPORTATION
MGR-WATER QUALITY & PROCESS
MGR-WATER RESOURCES
MGR-WORKFORCE DEVELOPMENT
NEIGHBORHOOD IMPRVMNT OFFICER

NEIGHBORHOOD RESOURCES OFFICER
NEIGHBRHD/HISTORIC PRES OFCR
NETWORK ADMINISTRATOR
NURSING SERVICES OFFICER
NUTRITION SERVICES OFFICER
OCCUPATIONAL HLTH SVCS OFFICER
OFFICE SERVICES OFFICER
OFFICE SYSTEMS OFFICER
OIL PROPERTIES ACCTG OFFICER
OPERATIONS CENTER OFFICER
OPERATIONS OFFICER-AIRPORT
OPERATIONS OFFICER-BLDG SAFETY
PARK DEVELOPMENT OFFICER
PERSONNEL & TRAINING OFFICER
POLICE COMMANDER
POLICE COMMUNITY RELATNS OFCR
POLICE INFO/TECHNOLOGY OFCR
POLICE PLANNING/RESEARCH OFCR
POLICE RECORDS ADMINISTRATOR
PREVENTION SERVICES OFFICER
PROCUREMENT & WAREHOUSE SUPV
PROJECT MANAGEMENT OFFICER
PUBLIC INFORMATION OFFICER
PUBLIC/GOV AFFAIRS MANAGER
PURCHASING AGENT
REAL ESTATE OFFICER
RECREATION SUPERINTENDENT
RECRUITMENT OFFICER-CIVIL SVC
RECYCLING & SUSTAINABILITY OFF
REDEVELOPMENT ADMINISTRATOR
REDEVELOPMENT PROJECT OFFICER
REHABILITATION SVCS OFFICER
REVENUE OFFICER-TREASURY
RISK MANAGER
SAFETY/WTR CONSRVATION OFFICER
SECRETARY TO THE BOARD-WATER
SECY TO GENERAL MANAGER
SENIOR ECON DEVELOPMENT OFCR
SERRF OPERATIONS OFFICER
SEWER OPERATIONS SUPT
SPECIAL ASST TO THE GEN MNGR
SPECIAL PROJ OFFICER-CITY CLRK
SPECIAL PROJ OFFICER-WATER
SPECIAL PROJECTS OFF-COMM DEV
SPECIAL PROJECTS OFF-ENGRG
SPECIAL PROJECTS OFF-HOUSING

SPECIAL PROJECTS OFFICER
SPECIAL PROJECTS OFF-PUB SVC
SPECIAL PROJECTS OFF-PUB WORKS
SUPPORT PROJECTS OFFICER
SUPPORT SERVICES SUPT
SUPT-ADMIN SERVICES
SUPT-AIRPORT OPERATIONS
SUPT-BUILDING AND SAFETY
SUPT-BUILDING SERVICES
SUPT-COMMUNITY INFORMATION
SUPT-CONTRACT MGMT/REVENUE DEV
SUPT-ELECTRONICS/TRAFFIC SGNLS
SUPT-ENGINEERING
SUPT-ENGR & GAS SYSTEM CONTROL
SUPT-ENVIRONMENTAL PROGRAMS
SUPT-FACILITY MANAGEMENT
SUPT-FINANCE & CONTROLS
SUPT-FLEET ACQUISITION
SUPT-FLEET MAINTENANCE
SUPT-FLEET OPERATIONS
SUPT-GANG INTERVENTION
SUPT-GOLF OPERATIONS
SUPT-LIEN SALES
SUPT-METERS & REGULATORS
SUPT-OPERATIONS
SUPT-PARK MAINTENANCE
SUPT-PERSONNEL & TRAINING
SUPT-PIPELINE CONST & MAINT
SUPT-PLANNING & DEVELOPMENT
SUPT-REFUSE & STREET SWEEPING
SUPT-REFUSE COLLECTION
SUPT-STREET LANDSCAPING/MAINT
SUPT-STREET SWEEPING
SUPT-STRUCTURAL SERVICES
SUPT-TOWING
SUPT-TOWING & LIEN SALES
SUPT-TRAFFIC OPERATIONS
SUPT-WAREHOUSE/INVENTORY OPRTN
SYSTEMS OFFICER
TECHNICAL SUPPORT OFFICER
TECHNICAL SVCS ADMINISTRATOR
TECHNICAL SVCS OFF-GEN SVCS
TELECOMMUNICATIONS OFFICER
TELEMETRY SYSTEMS SUPT
TRANSPORTATION PLANNING OFF
TRANSPORTATION PROGRAMMING OFF

TREASURY OPERATIONS OFFICER
UTILITY SERVICES OFFICER
VIDEO COMMUNICATIONS OFFICER
VOICE & DATA COMMUNICATN OFCR
WATER OPERATIONS SUPT
WATER TREATMENT SUPT
WORKFORCE DEVELOPMENT OFFICER
YOUTH SERVICES COORDINATOR
ZONING OFFICER